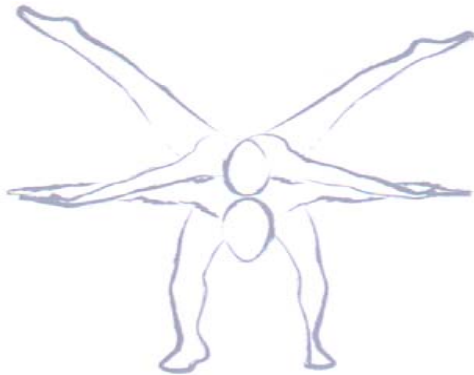




Black Belts Selection



Arquitetura **Humana**

Presented By Robert Wilson
317-574-1550

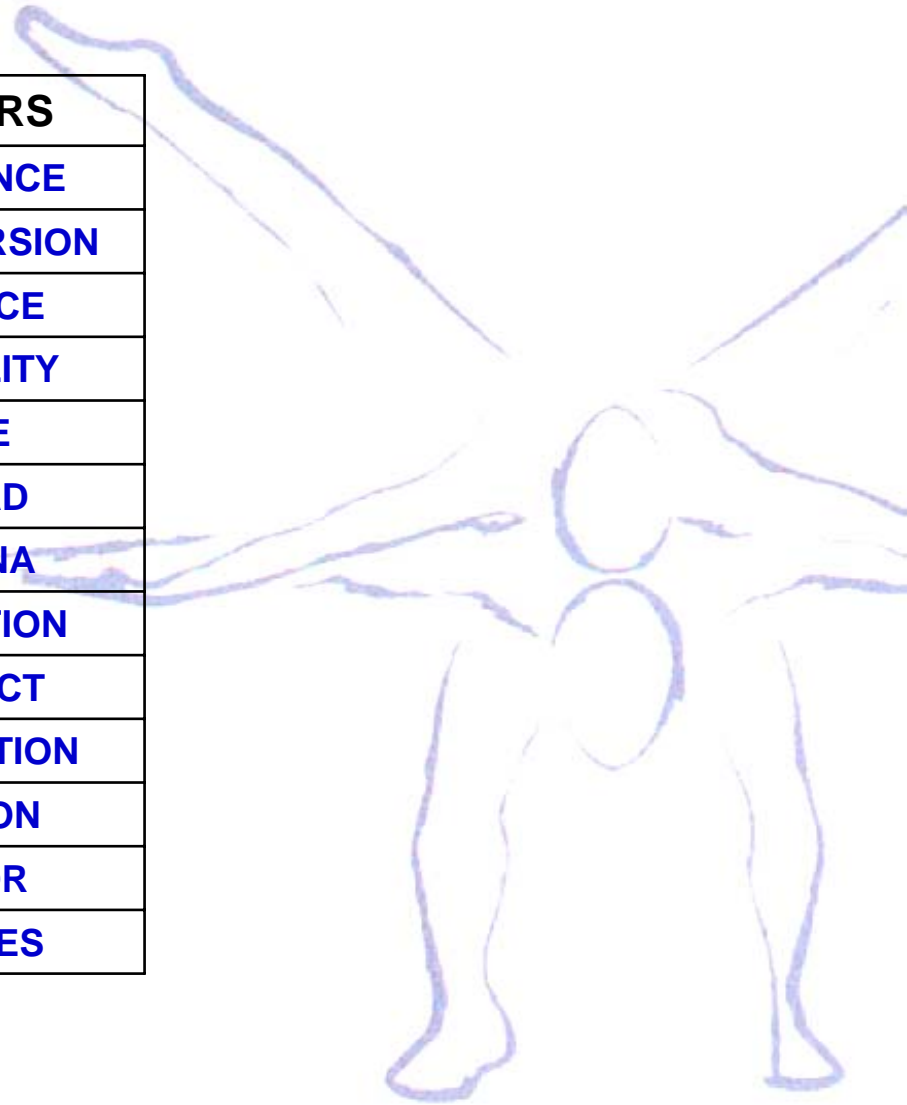
bwilson@bobwilsonconsulting.com

PI Worldwide



Behaviors Measured by PI

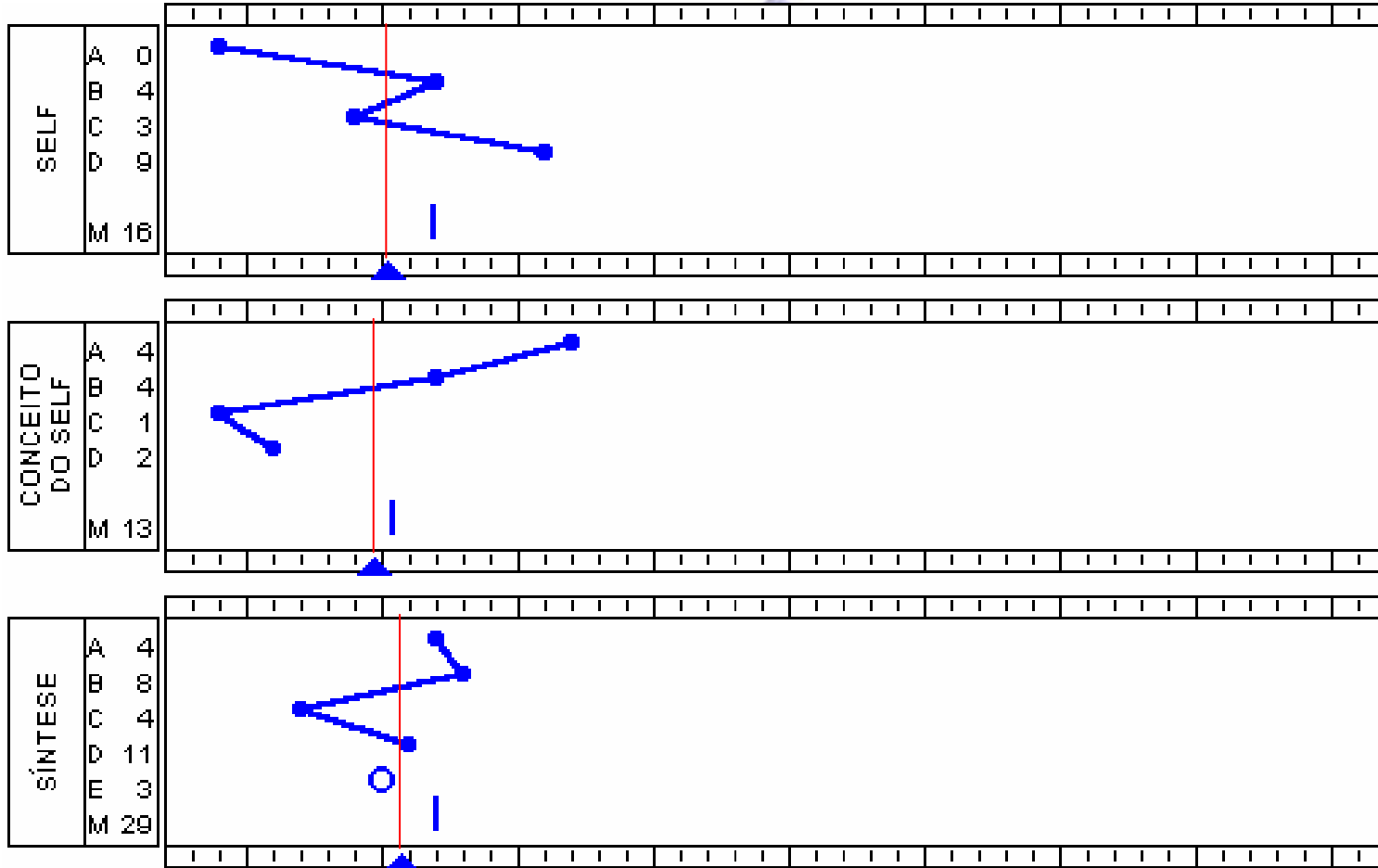
FACTORS
DOMINANCE
EXTROVERSION
PATIENCE
FORMALITY
STYLE
SPREAD
STAMINA
MOTIVATION
CONFLICT
ORIENTATION
DECISION
FACTOR
CHANGES



PI Worldwide



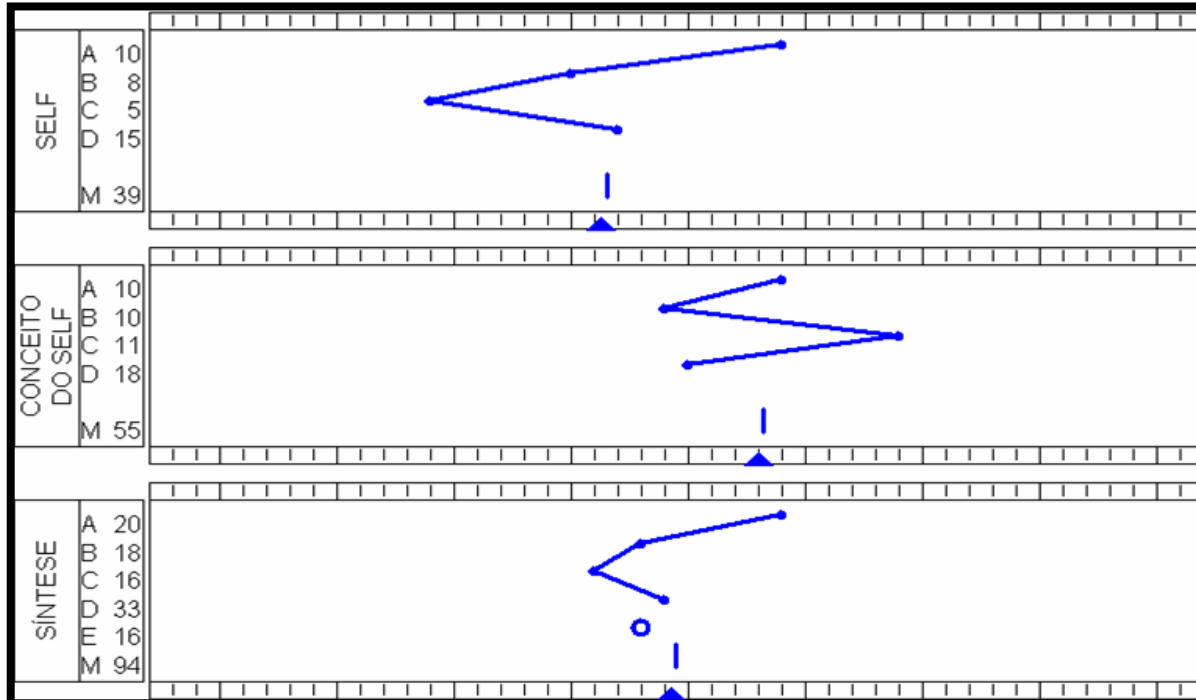
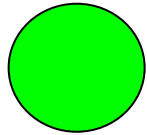
Example



PI Worldwide



Example



SANDRA REGINA DE OLIVEIRA – P10

Position: HR Analyst

Tenure: 26 years

Area: HR

Age: 46

PI Evaluation

- Indicated
- Few restrictions
- Several restrictions
- Not indicated

LEGEND





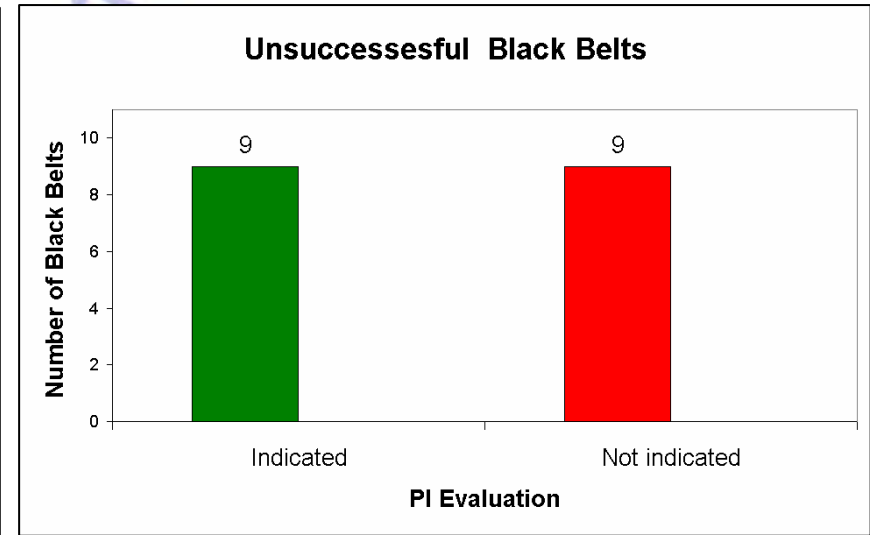
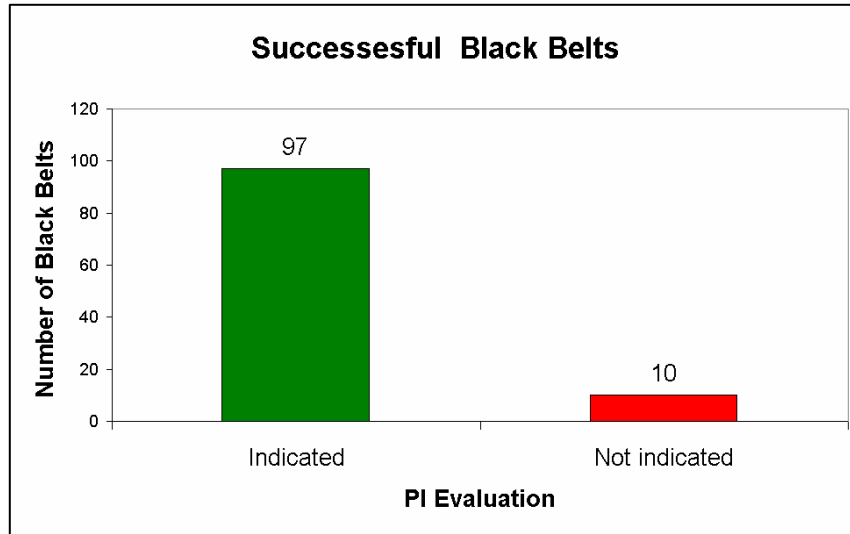
Case Study

- 125 Full Time Black Belts evaluated in multinational companies and Brazilian companies in South America, from 2001 to 2005;
- Each Black Belt evaluated as:
 - Successful or unsuccessful: Based on their performance conducting Six Sigma projects;
 - With indicated or not indicated Profile: Based on PI analysis:

- Indicated {
- Indicated profiles: Dominant and Fast Pace;
 - Indicated with few restrictions: Socially Oriented, No Corporate Hook;
- Not Indicated {
- Indicted with several restrictions and not indicated: All others profiles.



Results



		Black Belt performance		Successful rate
		Successful	Unsuccessful	
PI analysis	Indicated	97	9	91,5%
	Not indicated	10	9	52,6%
	Subtotal	107	18	85,6%
	Total	125		

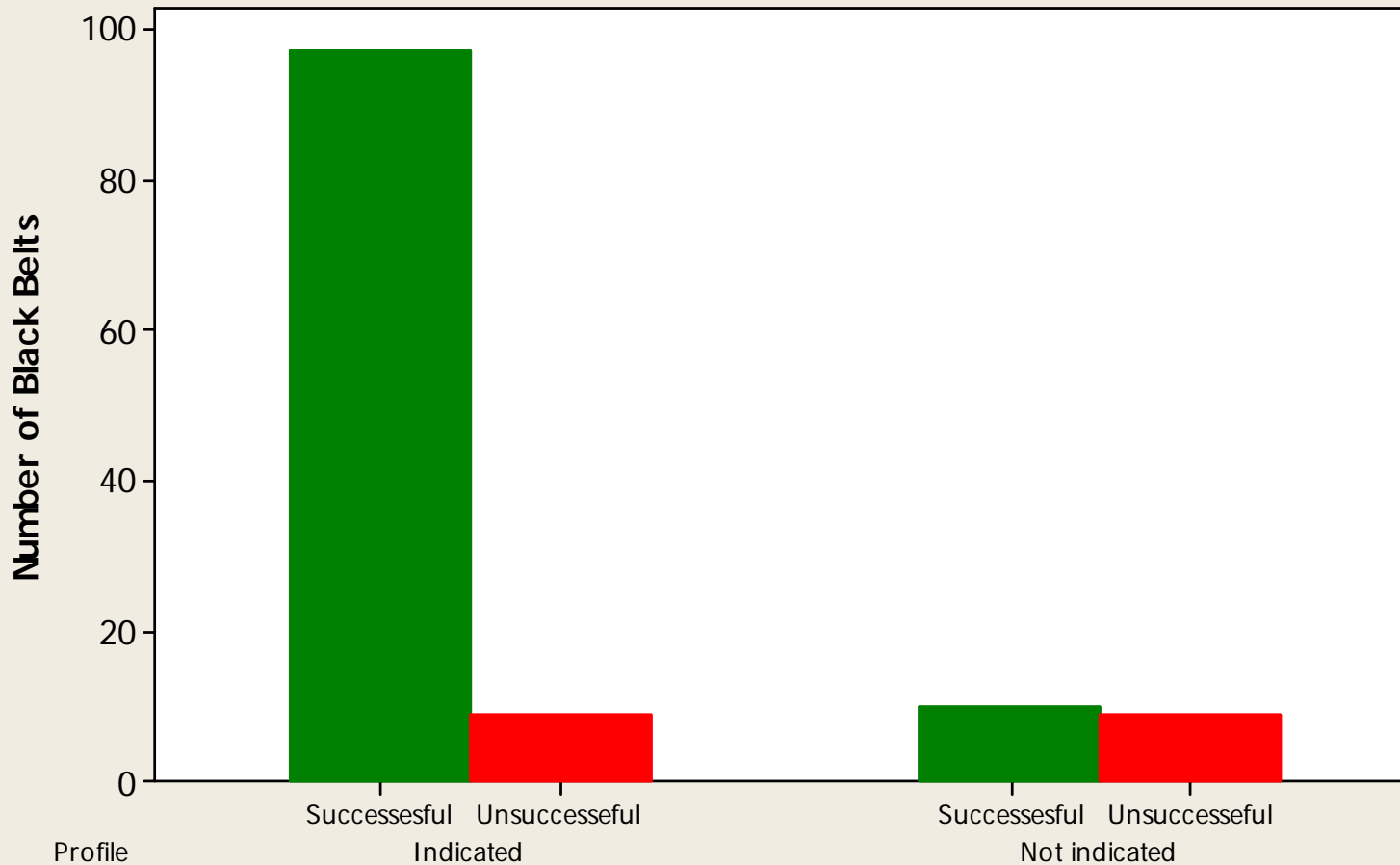


PI Worldwide



Results

Chart of Successful/Unsuccessful vs Profile



PI Worldwide



Results

- Ho: Success does not depends on profile (statement of independency)
- Ha: Success depends on profile (statement of dependency)

Chi-Square Test: Successesful; Unsuccessesful

Expected counts are printed below observed counts

Chi-Square contributions are printed below expected counts

	Successesful	Unsuccessesful	Total
1	97	9	106
	90,74	15,26	
	0,432	2,571	
2	10	9	19
	16,26	2,74	
	2,413	14,341	
Total	107	18	125

Chi-Sq = 19,757; DF = 1; P-Value = 0,000

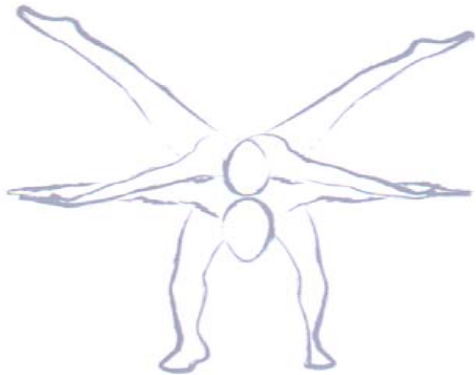
1 cells with expected counts less than 5.



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Black Belts Selection



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